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**Board Policy**  
Chapter 7 – Human Resources

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**BP 7140 COLLECTIVE BARGAINING**

**References:**

Government Code Sections 3540 et seq.  
Education Employment Relations Act

If eligible employees of the District select an employee organization as their exclusive representative, and if after recognition by the District or after a properly conducted election, an exclusive representative is certified as the representative of an appropriate unit of employees under the provisions of the Educational Employment Relations Act, Government Code Sections 3540 et seq., the District will meet and negotiate in good faith on matters within the scope of bargaining as defined by law.

The District shall guarantee that employee organizations, as defined in the Educational Employment Relations Act, Government Code Section 3540.1 subdivision (d), engaged in collective bargaining activities have the right to access to District employees at reasonable times and locations in such manner as to permit free exchange between them without disrupting the normal work of the employees.

Also see BP/AP 2610 Presentation of Initial Collective Bargaining Proposals as well as the applicable collective bargaining agreements and the Personnel Commission Rules.

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**Adopted:** December 20, 1976

**Revised:** July 9, 2025

*(Replaces former LBCC BP 3000)*